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Annual Report
1988-89

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Office of Minister

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Also responsible for
LABOUR RELATIONS BOARD
HUMAN RIGHTS COMMISSION
WOMEN'S SECRETARIAT
ADVISORY COUNCIL ON WOMEN'S ISSUES
PERSONNEL ADMINISTRATION OFFICE

May 1990

The Honourable Dr. D. Carter
Speaker
Legislative Assembly of Alberta

Dear Sir:

I have the honour to submit the Annual Report for the Alberta Department of Labour for the fiscal year ended March 31, 1989.

Respectfully submitted,

Elaine McCoy, Q.C.
Minister of Labour

Alberta
LABOUR

Office of the Deputy Minister

10th Floor, 10808 - 99 Avenue, Edmonton, Alberta, Canada T5K 0G5 403/427-8305 Fax 403/422-9205

May 1990

Honourable Elaine McCoy, Q.C.
Minister of Labour
103 Legislature Building
Edmonton, Alberta
T5K 2B6

Dear Ms. McCoy:

I am pleased to present the Annual Report for the Alberta Department of Labour for the fiscal year ended March 31, 1989.

Respectfully submitted,

Glen Hyslop
Acting Deputy Minister

Legislation

The following statutes are administered by Alberta Labour:

Boilers and Pressure Vessels Act
Burial of the Dead Act
Department of Labour Act
Electrical Protection Act
Elevator and Fixed Conveyances Act
Employment Pension Plans Act
Employment Standards Code
Fire Prevention Act
Gas Protection Act
Individual's Rights Protection Act*
Industrial Wages Security Act
Labour Relations Code
Plumbing and Drainage Act
Police Officers Collective Bargaining Act
Uniform Building Standards Act

* In accordance with Section 18(1) of the Individual's Rights Protection Act, the Alberta Human Rights Commission submits a separate annual report to the Alberta Legislature.

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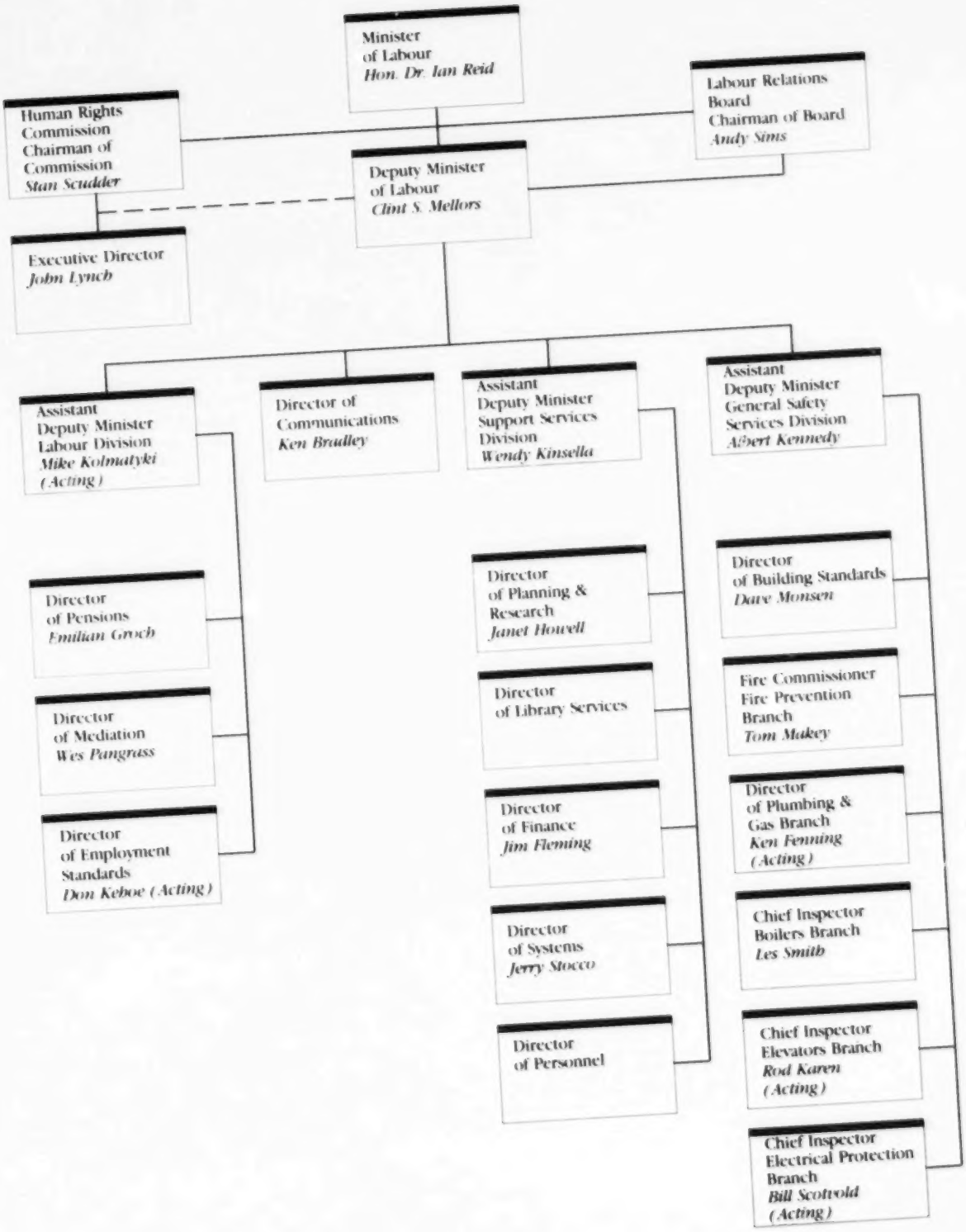
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Hon. Dr. Ian Reid
Human Rights
Commission
Chairman of
Commission
Stan Scudder
Labour Relations
Board
Chairman of Board
Andy Sims
Deputy Minister
of Labour
Clint S. Mellors
Executive Director
John Lynch
Assistant
Deputy Minister
Labour Division
Mike Kolmatyki
(Acting)
Director of
Communications
Ken Bradley
Assistant
Deputy Minister
Support Services
Division
Wendy Kinsella
Assistant
Deputy Minister
General Safety
Services Division
Albert Kennedy
Director
of Pensions
Emilian Groch
Director
of Mediation
Wes Pangrass
Director
of Employment
Standards
Don Keboe (Acting)
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of Planning &
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Jim Fleming
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Jerry Stocco
Director
of Personnel
Director
of Building Standards
Dave Monsen
Fire Commissioner
Fire Prevention
Branch
Tom Makey
Director
of Plumbing &
Gas Branch
Ken Fenning
(Acting)
Chief Inspector
Boilers Branch
Les Smith
Chief Inspector
Elevators Branch
Rod Karen
(Acting)
Chief Inspector
Electrical Protection
Branch
Bill Scotvold
(Acting)

Introduction

Alberta Labour is concerned with developing harmonious and productive relations between employers and employees, preventing and resolving disputes between employers and unions, administering private pension plans and public safety programs, and administering Alberta's human rights legislation.

The Labour Division provides assistance in preventing and resolving labour disputes, regulates the administration of private pension plans and administers legislation regulating minimum standards of employment.

The General Safety Services Division develops and administers safety standards which pertain to boilers and pressure vessels, elevators and fixed conveyances, gas, plumbing and electrical installations, and building and fire control.

The Support Services Division provides administrative support to the department and administers certain services to the general public.

The Alberta Labour Relations Board is an independent tribunal responsible for interpreting the Labour Relations Code and deciding on complaints and applications arising under the code. The board, appointed by the Lieutenant Governor in Council, is composed of a full-time chairman, three vice-chairmen — two full-time and one part-time — and 20 representative members, 10 from labour and 10 from management.

The Alberta Human Rights Commission is responsible for promoting and safeguarding the spirit and principles embodied in the Individual's Rights Protection Act, Alberta's anti-discrimination legislation. It is composed of a chairman and six commissioners, all of whom are appointed by the Lieutenant Governor in Council. The annual report of the commission is tabled separately before the Legislative Assembly.

Labour Division

The Labour Division provides assistance in preventing and resolving labour disputes, regulates the administration of private pension plans and enforces legislation regulating minimum standards of employment.

Employment Standards Branch

The Employment Standards Branch is responsible for ensuring that employers and employees are aware of their rights and obligations relating to terms of employment in the workplace. The branch's legislative mandate is contained in the Employment Standards Code and the Industrial Wages Security Act.

The programs provided are Dispute Resolution/Compliance, Education, Special Employment, and Standards Development. These programs are designed to ensure that employers, employees and the public are aware of their rights and responsibilities regarding the regulation of hours of work; the payment of wages, vacation and general holiday pay; the termination of employment; maternity benefits; and the employment of adolescents and young persons.

The branch carries out its responsibilities through offices located in Calgary, Edmonton, Grande Prairie, Lethbridge, Medicine Hat, Red Deer, and St. Paul.

Dispute Resolution/Compliance

The Dispute Resolution/Compliance Program involves the investigation of claims registered by employees who allege that their employers are not complying with the provisions of the Employment Standards Code or Industrial Wages Security Act.

When a dispute arises, an employment standards officer conducts an investigation and attempts to resolve the dispute informally. When the dispute is resolved the officer provides the party with information to reduce the possibility of future disputes. If the dispute cannot be resolved an officer may issue orders, declarations or determinations which can be appealed by the employer or employee to an umpire for a decision. If a complaint cannot be justified, an officer issues a decision denying the claim. The officer's decision can be appealed to the director who conducts a review and either supports the decision or directs that further investigations be done.

Tables (a) and (b) compare the activity of this program over the past three years.

The resolution of disputes through the Umpire System, which h a quasi-judicial function, in most instances precludes a court action and speeds up the settlement process. Employers wishing to appeal are required to post funds in the amount of the order to a maximum of $300 per employee claim. Of the 600 orders which were appealed to an umpire, 11 percent were revoked.

Education Program

The Education Program assists employers, employees and the public by fostering a general awareness and understanding of the Employment Standards Code and regulations.

Information relating to the Employment Standards Code, branch programs and the role and purpose of the branch are effectively communicated through workshops, seminars and participation at conferences and trade fairs. Workshops were held regularly throughout the province.

The legislative review process which resulted in proclamation of the Employment Standards Code on November 1, 1988 had a significant impact on the branch's education program during this fiscal year.

The branch's strategy was to promote a clear understanding of the provisions of the new code.

Industrial Wages Security

The Industrial Wages Security Act requires employers in the lumber industry to post security to ensure wage protection for their employees. The provision of the code requiring the posting of security has been effective in ensuring that workers in lumbering receive their earnings. Branch activities stemming from the code include claim registration, investigation and resolution, maintenance of the security account and specific education activities for employers and employees.

During the 1988-89 fiscal year, there was a decrease of 1.9 percent in the amount of security held and a slight increase in the number of exemption certificates issued. The number of lumber operators has risen in the past year, however, the number of operators receiving exemptions has also increased resulting in less than $1 million presently being held as security.

Standards Development

The Standards Development Program ensures the Employment Standards Code is consistently applied throughout Alberta.

An important activity of the program is to ensure that Alberta's standards are developed with an awareness of standards in other jurisdictions in Canada. The need for legislative change is identified and initiated by this program.

The Standards Development Program devoted the majority of its resources to completing a comprehensive review of Alberta's Employment Standards legislation.

Special Employment Programs

The Special Employment Programs assist employers and employees who may require relief from some provisions of the Employment Standards Code because of unique employment situations.

A series of special programs enabled the branch to recognize unusual employment conditions, assist the parties, and approve conditions which vary from the provisions of the code. These programs are necessary to allow employees and employers the flexibility to enter into mutually beneficial work arrangements that are different from, but equal to, the specific provisions of the code.

The proclamation of the Employment Standards Code has created changes in this program in some areas and has increased the activities in the hours of work area. The activities of the past year identified in Table (b) are consistent with the previous year.

Mediation Services Branch

The Mediation Services Branch deals with mediation of collective bargaining impasses, preventive mediation and grievance arbitration appointments. Branch staff in Calgary and Edmonton provide third party assistance to labour and management in preventing and resolving labour disputes and assist in establishing effective relationships among employees, unions and employers.

There was extremely high dispute resolution activity in the public sector. All disputes in the health and public administration sector were settled without job action. The school sector saw one strike which lasted 36 days.

The private sector was relatively stable and most disputes were settled without job action. An ongoing forest industry dispute continued in its job action and a small number of industrial plants were unsuccessful in obtaining a first agreement. Most significant was a seven-month lockout in the meat packing sector.

Once again the emphasis was on wages, job security and benefits as the main issues in 1988-89. Wage increases were comparable to the 1987-88 levels and benefits saw some slight increases. Specific information is published in Collective Bargaining Scene/Labour Fact Book, available from the Planning Research Branch of the department.

Preventive Mediation programs conducted by the branch made available to labour and management formal and informal programs and assistance through Labour Management Committees, Joint Training, Grievance Mediation, First Agreement Orientation and Relationship by Objectives. Preventive Mediation activity increased dramatically in the consultive education area while most other components of the program maintained the 1987-88 levels.

The branch continued to provide assistance to the Minister of Labour in appointing grievance arbitration board members, chairpersons and single arbitrators as required by the Labour Relations Act. With the declaration of the Labour Relations Code on November 28, 1988, the Director of Mediation Services became solely responsible for this activity. There were 24 appointments made, with an additional 13 requests that were successfully concluded without an appointment. Whenever possible, "new" arbitrators were introduced into the system.

To ensure that users of Mediation Services were fully informed of the legislation changes affecting the collective bargaining process, a multitude of personal consultations were held with mediators.

Effective delivery of all programs offered by Mediation Services was accomplished during the year with a staff complement of nine mediators which was one less than the previous period.

By late October, a number of initiatives were developed and implemented. These included a direct mail-out to over 60,000 employers; newspaper and radio advertising; establishment of a toll-free 800 information line and a What's New seminar presented to employer and employee organizations on a proactive basis. In addition, all branch publications were redesigned and amended to reflect the code's new provisions; a new portable display unit was completed and a poster outlining employee/employer rights and obligations was designed and sent to employers for posting at work sites.

An Employment Standards brochure is being translated into eight languages to assist employees in understanding the standards legislation.

The branch hired two additional education officers for a one-year term to implement the new Communication Plan for Immigrant Workers and Employers. The plan is designed to educate immigrant employees and employers about their rights and responsibilities in the workplace.

Tables provide the statistical results of initiatives for the 1988-89 fiscal year.

Employment Pensions Branch

The Employment Pensions Branch is responsible for the administration and enforcement of the Employment Pension Plans Act. The main objective of the act is to safeguard employee entitlements to benefits promised under private sector pension plans. Branch staff monitor pension plans to ensure they are administered correctly and that pension plan funds are sufficient to cover earned benefits.

Alberta is a party to two agreements, one with the Government of Canada and the other with those provinces having legislation similar to that of Alberta. Both agreements provide for the reciprocal registration, audit and inspection of pension plans. The branch carries out the duties and responsibilities of other jurisdictions in cases where reciprocal agreements apply.

The branch is also the repository for trust agreements relative to employee benefit plans filed under section 154 of the Labour Relations Code. Files, trust agreements and amendments are reviewed for possible inadequacies or inconsistencies in the intent and purpose of the agreement.

On March 31, the branch was responsible for the supervision of 1,744 pension plans, including 109 plans which were reviewed and awaiting further documentation before being given approval for registration.

The branch examined 211 new pension plans during 1988-89. Of these, 207 received a certificate of registration. Sponsors of four plans that were examined decided not to proceed with establishing the plans.

Under the reciprocal agreement provision of the Employment Pension Plans Act, three plans were transferred to the jurisdiction of Alberta, and four were transferred from Alberta to other jurisdictions. The branch registered 1,329 amendments to supervised plans.

Surplus refunds to employers from pension plans supervised by the Employment Pensions Branch during the fiscal years ending March 31, 1985, 1986, 1987, 1988 and 1989 (in millions of dollars)

	1985		1986		1987		1988		1989	
	No.	$	No.	$	No.	$	No.	$	No.	$
Continuing Plans	20	10.0	25	80.0	7	59.4	4	.9	2	7.6
Discontinued Plans	7	.7	19	1.9	21	5.9	27	6.2	14	1.7
Total	27	10.7	44	81.9	28	65.3	31	7.1	16	9.3

During the year, the branch responded to a large number of requests for information and advice relating to the Employment Pension Plans Act and Regulations, which came into effect on January 1, 1987. The branch also continued to apply considerable effort to ensure that pension plans were amended to comply with this new legislation.

Employee/Employer Services Branch

The Employee/Employer Services Branch was established in October 1988 to assist the department in meeting the communication and education objectives outlined in Parts 1 of the Labour Relations Code and the Employment Standards Code. As of March 31, 1988 recruitment to two of the four positions allocated to the branch was completed.

The branch's role is to assist in the promotion of fair and equitable employee relations and labour relations in Alberta by providing support and assistance to parties in relationship building and improving communications with a view to dispute prevention.

The branch promotes and provides support to groups involved with employee relations and/or labour relations which encourage the improvement of cooperation and understanding between the parties involved in the employment relationship. Such support includes provision of departmental resources and/or financial assistance to enable these discussion forums to effectively deal with issues of mutual concern.

The branch commenced the development of a publication which will concentrate on the employee relations and labour relations environment in Alberta. The publication responds to a need to provide greater information on the innovations and trends which are occurring in these fields in Alberta.

The branch also has the objective of assisting in improving the knowledge of Albertans as to the rights and responsibilities of the participants in the employment relationship. This requires the promotion of increased educational initiatives in areas such as the high school curriculum which addresses topics related to employee and labour relations.

General Safety Services Division

The objective of the General Safety Services Division is to enhance the safety of life and property through the co-ordinated delivery of programs encouraging and facilitating acceptable safety standards. The areas of responsibility and the programs administered by the division cover a broad range of activities, from the inspection of complex industrial installations to construction in the home. The division's programs involve the development of equipment and installation standards, public safety education, training, inspections, the certification of tradesmen, work permits and certificates, review of plans, investigations and support to municipalities. There are 13 regional offices in the province.

Building Standards Branch

The Building Standards Branch assures reasonable safeguards of life, health, property, and public welfare in (a) the design, construction, or occupancy of new buildings and (b) the alteration, reconstruction, demolition, removal, relocation, or change of occupancy classification of existing buildings.

The branch monitors the standards set out in the Alberta Building Code. It does so largely through authorized municipalities, which administer and enforce the Alberta Building Code. Of the 367 municipalities in Alberta, 307 have requested and received authority to administer and enforce the code within their boundaries. The branch provides to all Alberta municipalities administrative and technical advice on building code requirements, enforcement, and material approval. It also assists small municipalities by reviewing plans for and inspecting more complex projects.

During the reporting period, the branch examined plans for 1,476 building projects worth an estimated $406 million and involving a total floor area of 738,752 square metres.

This is approximately the same as 1987-88 in the number of projects handled and a 17 percent increase in total floor area of buildings covered.

Also, during the reporting period there were 52 requests for special product and/or system approvals. After review, 10 approvals and 13 new and nine revised Product Listing bulletins were issued.

The branch develops and distributes bulletins dealing with director's rulings and director's interpretations. It also distributes information bulletins on areas of the code that need further explanation. During the last year, 10 new bulletins were issued and nine were revised.

The branch develops and conducts training programs for municipal and provincial inspectors, and gives seminars and workshops for individuals and associations involved in the construction, alteration, and occupancy of buildings. There were 598 students enrolled in branch courses and 1,248 individual assignments processed and marked during this year.

The branch also provides assistance to the Alberta Building Standards Council. The council hears appeals to building inspectors' orders and is an advisor to the Minister of Labour and the department. The council received 22 appeals during the year.

Boilers and Pressure Vessels Branch

The primary purpose of this branch is to provide reasonable protection to life and property wherever boilers and pressure vessels are in use. This is achieved by administering the Boilers and Pressure Vessels Act in a manner which enables manufacturers, contractors, and owners to fulfill their responsibilities with respect to the safe design, construction, and operation of boilers, pressure vessels, and piping systems. The branch also functions in a manner that fosters the development of the pressure vessel manufacturing industry in Alberta.

Alberta boiler and pressure vessel manufacturers were active and produced approximately 8,000 vessels during the year, an increase of 27 percent over the previous year. This industry has the capabilities to supply a broad range of pressure equipment. Approximately 1,000 vessels were built for the export market.

Several major pressure plant projects were under construction during the year. These included major plant capacity additions, thermal power plants, heavy oil construction projects, enhanced recovery systems, and gas processing facilities.

Amendments to the pressure welders regulations which transferred the responsibility for welders performance requalification tests are now fully implemented with 84 organizations authorized to conduct these tests.

The branch assisted pressure plant owners to develop their own inspection programs for pressure equipment and several owners have voluntarily submitted their programs for acceptance.

There were several hundred major repairs and alterations completed to correct cracking and other defects in pressure equipment. This high figure can be attributed to problems emerging as plants age, and a greater awareness by owners of the need to identify problems that can affect equipment safety, before they escalate.

Branch staff remained active in codes and standards development, particularly providing input to the Canadian Standard Codes for transportation of Dangerous Goods, Heavy Oil in Site Steam Distribution Piping System and ASME Codes and Standards.

Four thousand five hundred and forty-eight designs for new pressure vessel construction were registered. This is an increase of 7 percent from the previous year.

There was a 25 percent increase in the number of organizations with registered quality control systems in place. These cover construction, repair and installation of pressure equipment, safety valve servicing, and pressure welding testing.

Examinations for power engineers and building operators remained at a high level; 5,490 examinations were conducted.

A total of 34 accidents were investigated by the branch in the past year. Three fatalities resulted from these accidents.

Electrical Protection Branch

The objective of the Electrical Protection Branch is to develop and maintain the best possible standards, programs and methods whereby electrical energy can be generated, distributed and used safely by the people of Alberta. The branch activities are delivered through three electrical safety programs: standards development, regulatory compliance and electrical safety education.

Standards Development Program

The branch establishes electrical safety standards and regulations covering all types of electrical installations in Alberta, from generation to utilization of electrical energy. These are developed in cooperation with the public, representatives of the electrical industry and three levels of government.

The branch was directly involved in the activities of seven of the 40 section technical sub-committees and as a voting member of the steering committee involving the work of all section committees that develop national rules contained in the Canadian Electrical Code, Part I. This code is adopted as part of the safety standard for electrical installations used in Alberta. The branch also participated in 38 of over 200 Canadian Electrical Code, Part II committees that are responsible for developing national safety standards for electrical equipment.

A new Electrical and Communication Utility Systems Regulation was finalized and issued by the Electrical Protection Branch during the past year. This standard governs the construction, operation, maintenance and replacement of utility systems in Alberta.

Regulatory Compliance Program

The branch implements and monitors electrical safety regulations and standards to obtain voluntary compliance with a minimum of governmental involvement. This program includes: permit issuing, inspection services and review of plans, local approval of electrical equipment and the certification of electrical workers.

Although the number of permits issued increased by 924, which is 3 percent over that of the previous year, the total number of inspections decreased by 27 percent. Over the past three-year period the branch had a reduction in staff due to financial restraint which has resulted in a decline in inspections. The continuing transfer of approval service for non-certified electrical equipment to CSA over the past two years and the branch initiation of a quality control inspection program for contractor permit inspections during the past year has also resulted in fewer inspections.

Equipment approval inspections were 5,636 fewer than the previous year. Under the quality control program, the branch inspects only a number of permits that are necessary to assure required safety standards are being met. Fifteen percent fewer permit inspections were conducted during the past year.

The branch renewed 2,735 electrical worker certificates and conducted 308 master electrician examinations over the past year. This section of the program is utilized to assure only competent persons are eligible to contract electrical work for industry and the public.

Electrical Safety Education Program

The branch conducted a public safety awareness program which included investigating and documenting electrical accidents and fires suspected of having had an electrical origin. The branch distributed safety literature and held safety seminars in response to demonstrated needs. Twenty-seven safety seminars were held with over 500 participants from utility companies, the electrical industry, trucking firms and the general public. The branch participated in three trade shows for a total of seven days providing safety literature handouts, lectures and film presentations.

There were five fatalities due to electric shock investigated during the past year as compared to seven for the previous year. Electrical related injury accidents investigated by the branch decreased by 18 percent from 72 to 59. The number of fires believed to be of electrical origin, investigated by the branch, decreased by 43 percent from 69 to 39.

The Elevator and Fixed Conveyances Branch

Programs administered by the Elevator and Fixed Conveyances Branch are intended to provide for a reasonable level of safety in the construction and operation of vertical, horizontal and inclined transportation systems of buildings and recreational areas. These programs include the development and adoption of national and provincial standards respecting elevators and related devices, passenger ropeways (ski lifts etc.) and amusement rides. Regulatory compliance with such standards is supported through the review of design submissions, inspection of new and existing installations and accident investigations.

During this reporting period, drawings and specifications were examined respecting 168 proposed installations. Inspections were conducted on 251 new installations during construction to provide assistance to engineers, architects and contractors in meeting accepted standards while final inspections and tests were conducted on 216 new installations. Approximately 5,000 existing installations were inspected to provide reasonable assurance that they were maintained in safe operating condition.

Branch inspectors investigated 22 accidents. The most notable occurred at Sunshine Village near Banff. This involved a gondola lift, where a cabin fell from the line injuring six passengers. Also of note was an investigation respecting an injury accident at Canada Place, Edmonton where a man was caught between the front of an elevator cab and the inside of the hoistway and dragged downward.

During September, the branch hosted meetings of the Canadian Standards Association Technical Committee for the B44 Safety Code for elevators held in conjunction with the Association of Provincial Chief Elevator Inspectors meeting. The B44 Technical Committee comprises representatives of provincial inspection authorities, elevator manufacturers, installers and user groups from across Canada.

Fire Prevention Branch

The Fire Prevention Branch promotes fire protection in Alberta through a number of programs. These include the prevention of fires through public education, fire safety monitoring, advisory services, and the collection and dissemination of fire loss data. Training in all aspects of protection, including fire prevention and suppression, is made available by the branch to municipal and industrial fire departments. A major training facility, the Alberta Fire Training School (AFTS), is located at Vermilion. The branch also helps to enforce laws related to the suppression of arson.

The 'routine' inspection program was eliminated April 1, 1988, however, any outstanding fire safety concerns previously identified are under inspection. In an effort to eliminate outstanding fire code violations, branch staff conducted 1,902 re-inspections during the year. The hazards identified during these inspections resulted in 3,804 recommendations being issued to correct them. It was necessary for branch staff to issue 29 orders to owners or occupants of the properties inspected. This project will continue into next year.

The Fire Prevention Council is a quasi-judicial body of 11 persons appointed by the Lieutenant Governor in Council from a broad range of private sector organizations with fire safety interests. The council advises the Minister of Labour on fire prevention matters and hears appeals on orders issued by branch inspectors or by the municipal fire department personnel authorized as local assistants to the fire commissioner.

During the year, the council heard 29 appeals on orders: 15 of these orders were upheld, four were varied by the council; six were revoked; and four were withdrawn. The council, under the authority vested in it by Section 4 of the Alberta Fire Code, may waive compliance with the code or approve alternate fire protection measures. Of the 10 applications under Section 4, four were approved.

A total of 1,439 fire investigations were conducted by branch staff, police, and fire departments, an increase of 23 percent over the last year. Three hundred and fifty-nine of these investigations were conducted by branch staff. The number of fires determined to be caused by arson rose by 37.9 percent to 1,180. This increase indicates the need to continue the effort to determine accurately the cause of all fires and to expose cases of arson, insurance fraud, and other crimes.

On-site municipal course attendance at AFTS decreased by 73 or 8.73 percent, while AFTS-sponsored local and extension course attendance increased from 684 to 973 a 42.4 percent increase. A total of 1,701 person weeks of municipal training, 14.2 percent more than 1987-88, were delivered in 1988-89. Industrial training increased also from 464 to 497, an increase of 7.11 percent. Attendance at AFTS seminars dropped from 84 to 23, a 72.6 percent decrease.

Plumbing and Gas Safety Services Branch

The Plumbing and Gas Safety Services Branch assists in creating a climate in which individuals and plumbing and gas industries in Alberta fulfil their responsibilities in maintaining a safe environment for the public with respect to plumbing installations, sewage disposal systems, and the distribution and use of natural and propane gases, including the conversion of highway vehicles to propane and natural gas motor fuels. The branch administers the Plumbing and Drainage Act, the Gas Protection Act and regulations governing the acceptance, installation, alteration, repair and maintenance of plumbing and gas systems.

In 1988-89, the branch implemented a complusory labelling program for propane-fuelled highway vehicles. All propane-fuelled vehicles now require an identification label, provided by a certified vehicle conversion installer, in order to be refuelled. This program went into effect June 1, 1988 and has had a notable effect on propane fuelled vehicle safety. This program will be adopted as a national standard by the Canadian Gas Association as part of the national propane code regulations in 1991.

The branch increased its involvement in the various national and provincial standards and industry associations concerned with industry safety. The branch's involvement included the Canadian Gas Association, the Interprovincial Gas Advisory Council, the Canadian Standards Association, the Plumbing Industry Advisory Council, the B149 Installation Code Committees, Warnock Hersey Advisory Council, the Alberta Committee of the Propane Gas Association, the Rural Gas Safety Committee, the Alberta Natural Gas Vehicle (NGV) Committee, and various other agencies. The branch has also maintained its involvement with the Apprenticeship Gasfitter/Plumber/Pipefitter Trades Committees.

In 1988-89 the branch concentrated on two major initiatives:

- the development and implementation of two major systems projects; (a) a permits and certification computer program which facilitates the issuing of plumbing and gas permits and the issuance and renewal of installer certificates, (b) a code inquiry system which provides access to the various codes, regulations and interpretations administered by the branch. This code inquiry system will eventually be available to all of the branch's regional offices, municipal authorities and other industry groups.

- staff development and training with particular emphasis was placed on improving inspectors' technical expertise and supervisory and management development.

During the year, 448 contractors received certificates allowing them to obtain permits; a total of 27,545 permits covering plumbing, natural gas, and propane installations were issued to qualified plumbers, gasfitters, and homeowners.

The branch carried out 40,630 monitoring type inspections on plumbing and gas systems in new and existing buildings and conducted 104 training and safety seminars while continuing to provide a consulting service to both industry and the public. In addition, the branch continued to administer an approval program for the testing of unique equipment for which it is impractical or unfeasible for the applicant to obtain certification from a national laboratory, such as the Canadian Standards Association.

Support Services Division

Support Services Division is responsible for providing professional support, advice and consultation in the areas of finance, human resource management, systems, planning and research, administration, and library and information services. The division provides services to the Department of Labour, the Alberta Human Rights Commission and the Personnel Administration Office.

Finance and Administration Branch

The Finance and Administration Branch provides financial and administrative support services to the department and other client organizations. It provides a comprehensive range of accounting services and maintains the financial systems for cross-government employee benefit funds and the revolving fund established for staff development purposes. It ensures that adequate internal controls are present in all financial activities for which the department is responsible.

In the administrative area, the branch co-ordinates the acquisition, maintenance and renovation of space and related facilities and either purchases or assists in the purchase of supplies and services needed for departmental programs.

The fiscal year saw a reorganization of Support Services Division that had a significant impact on the branch. Chief among these was the transfer of Financial Advisory Services from Executive Management and Mail, Courier and Copying Services from Systems.

Financial Advisory Services continues to provide and further develop, budgetary, financial management, forecasting, and analytical services. It also co-ordinates contract administration for all departmental and client organizations including the Temporary Help Services program for the Government of Alberta.

The branch continues to evolve towards a more balanced service versus control approach. Services are being reviewed and decentralized where duplication exists in a process, thus enabling the branch to offer better quality advisory and consultative services at the same time ensuring that it operates in a cost-effective and efficient way.

Human Resource Services Branch

The Human Resource Services Branch assists the department's program managers to achieve their goals by providing consultation and program support. The branch develops, implements and manages a comprehensive set of personnel programs including; pay and benefits; employee relations; staff development and training; organization development; decentralized classification; performance appraisal; recruitment and selection; wage and salary administration; human resource planning; and occupational health and safety.

Organizational reviews resulting from the new labour legislation were a major area of activity for the branch in the early half of the year. Assistance was provided in the planning for and the allocation of human resources to meet the changing needs of those areas affected by new legislation, for example the Labour Relations Board and the Employment Standards Branch.

The branch, in conjunction with executive and senior management of General Safety Services Division, worked on the development of an overtime policy and administrative systems for the processing of overtime. This was the result of an overtime policy grievance initiated by the Alberta Union of Provincial Employees. A new time-reporting mechanism and a computerized overtime information system were also implemented to assist the division managing its overtime.

Automation was a major goal over the year and the branch met and, in some areas, exceeded its 1988-89 Electronic Data Processing (EDP) goals and objectives. Several automated management information systems were developed with the assistance of the Systems Branch including an Absence Management System, Overtime Reporting System and Vacation Entitlement System. The acquisition of the Personnel Information Access System further enhances the branch's ability to respond to the departments' manpower and budget planning needs. Networking of the existing hardware will be a major EDP goal for the next year.

Information Services Branch

The Information Services Branch provides the resources and services required to meet the department's research and information needs through two units, Library Services and Records Management. The Records Management Unit is responsible for the organization, classification and disposition of department and Personnel Administration Office (PAO) records. The Library Services Unit in addition to collecting, organizing and disseminating information also supports the educational activities of the department. The library also provides research and information services to the department, PAO and to external clients including other government departments, libraries, research agencies, labour groups, employers, human rights agencies, students and academics, members of the legal profession, and the general public.

In 1988, the Records Management Unit became responsible for the distribution of the PAO's manuals program. Approximately 13,000 volumes were distributed throughout the province and in Canada. The department's micrographics program also expanded services to the Alberta Labour Relations Board and to the Boilers Branch. Ministerial records were received by the unit and were added onto the CRIS (Computer Retrieval Information System) in 1988.

Within the Library Services Unit, requests for information are received in person, by mail, by telephone, by facsimile transmission, or are part of an on-going S.E.I. (Selective Dissemination of Information) program. During 1988-89, 2,746 requests for information were answered, 1,265 inter-library loan requests were processed and 7,468 documents were loaned.

The audio-visual section received 2,433 requests and circulated 2,149 films and videotapes to schools, colleges, hospitals, fire departments, day-care centres, and companies throughout the province.

In 1988, the Library extended information and technical services to the Career Planning Resource Centre at the Personnel PAO. Approximately 550 materials were acquired for this collection.

During the fiscal period, there were 230 subscribers to the Alberta Labour Relations Precedents Index Series. Approximately 1,280 awards and decisions were added to the series.

Planning and Research Branch

The Planning and Research Branch is responsible for policy analysis, planning support, surveys, research, and the development, analysis, and distribution of statistics for the department and the labour community. The branch represents the department on interdepartmental and federal-provincial committees related to the above functions.

The Bargaining Analysis and Statistical Services program analyzed and processed 715 newly negotiated collective agreements. Surveys were conducted regarding wage settlements, union membership, and interprovincial wage comparisons. The major publications published during the year included the Collective Bargaining Scene (quarterly), Membership in Labour Organizations 1987, and Negotiated Working Conditions in Alberta Collective Agreements. The unit continues to receive a growing number of information requests from the public and undertook several special projects related to collective bargaining.

A major review of the services, systems and organization of the Statistics and Information Unit has resulted in the development of an Integrated Bargaining Information System (IBIS) which will be operational in August 1989. The IBIS incorporates information from several separate mainframe, personal computer and manual systems. The key features are quick retrieval of information for users, flexibility to quickly produce special reports for users, multiple and direct access within the department, and automated production of publications. This system will greatly enhance the level of service to departmental and public clients.

Current issues of interest to the department were reviewed and analyzed by the Policy and Planning Services Unit. The unit prepared reports and co-ordinated the Alberta responses to meet the province's obligations under various International Labour Office and United Nations conventions.

Systems Branch

The Systems Branch co-ordinates and provides the professional promotion and usage of mainframe and microcomputer hardware and software as well as centralized word processing facilities in order to enhance the cost effectiveness and efficiency of departmental program delivery.

The branch co-ordinates and controls all activities relating to the development and execution of the annual departmental data processing plan, including; the acquisition of word and data processing hardware and software; the co-ordination of the design, development and implementation of approved automated data processing systems; and where feasible, performs maintenance functions for operational systems.

Major areas of activity for the branch developed as a result of automation requirements in support of the new labour legislation as well as implementation of the operational phase of an on-line mainframe database system to support the registration, annual billing and inspection of pressure vessel equipment.

During the fiscal year, the branch acquired and installed some 100 personal computers. These will form the cornerstone of a departmental telecommunications network capable of providing user access to a complete spectrum of microcomputer and mainframe based systems and computing resources, including office automation technologies such as electronic mail, word processing, desktop publishing and data, voice and video imaging.

Communications Branch

The Communications Branch works with the department executive and managers to develop and implement public awareness programs of the policies, programs and services of Alberta Labour, the Alberta Human Rights Commission, the Alberta Labour Relations Board, the Alberta Personnel Administration Office, and the Professions and Occupations Bureau. The branch provided services in writing and editing, preparing speeches, media relations, advertising, printing, graphic design, audio-visuals, and photography.

A daily newsclipping service was provided, and the branch continued to give advice and analysis of media trends and public concerns.

The branch continued to assist in promoting Fire Prevention Week and fire prevention generally. It continued to produce several publications including the quarterly *Alberta Human Rights Journal*, *Fire News*, and the staff newsletters *Currents* and *A Personnel View* for Labour and the Personnel Administration Office, respectively.

Tables
for the fiscal year ending March 31, 1989

Employment Standards
(a) Investigation and Recovery Proceedings
(b) Special Employment
(c) Educational Services
(d) Umpire System Activities
(e) Industrial Wages

Mediation Services
two-year statistical comparison

General Safety Services Division
three-year statistical comparison

- *Boilers and Pressure Vessels*
- *Building Standards*
- *Electrical Protection*
- *Elevator and Fixed Conveyances*
- *Fire Prevention*
- *Plumbing and Gas Safety Services*

For full financial statements of departmental activities in 1988-89 please refer to the Public Accounts of the Government of Alberta.

Employment Standards Branch

(a) Investigation and Recovery Proceedings

Statistical summary; three-year comparison

	1986-1987	1987-88	1988-89
Field Investigations Claims registered	9,187	8,272	7,138
Money collected through field investigations	$2,031,088	$2,470,625	$2,260,320

(b) Special Employment Programs

Statistical summary; two-year comparison

	1987-1988	1988-89
Oil well servicing and trucking (pay plans)	31	40
Overtime agreements	117	111
Extended hours of work	10	6
Contracts of employment	137	138
Scheme of Employment		
Group Homes	28	19
Homemakers	5	13
Total	328	327

(c) Educational Services Program

Statistical summary; two-year comparison

	Numbers Held		Attendance	
Type of Activity	1987-88	1988-89	1987-88	1988-89
Workshop on Wages (Payday Survival)	91	89	2,261	2,255
World of Work (high school)	22	36	904	1,244
Speaking engagement	50	95	1,261	1,981
Other - trade shows	26	5	2,400	2,149
Total	189	225	6,826	7,629

(d) Umpire System Activity Report

Three-year comparison

	1986-1987	1987-88	1988-89
Number of appeals	947	516	600
Appeals from previous year	30	529	138
Total	977	1,045	738
Disposition			
Confirmed	183	591	185
Varied	59	61	63
Revoked	38	42	65
Abandoned	98	143	48
Appeals denied	67	57	73
Decision reserved	0	0	0
Appeal not yet heard	532	151	304
Total	977	1,045	738

(e) Industrial Wages Security Act

Statistical summary, three-year comparison

	1986-1987	1987-88	1988-89
Money collected under the Act	$108,306.44	$99,017.69	$105,148.10
Employees benefiting in lumber industry	528	346	310
Amount of security held at year end	$1,107,990.49	$988,855.87	$938,355.74
Lumbering industry			
Active exemption certificates	65	79	89
Lumber industry			

Mediation Services Branch

Statistical Summary

	1988	1989
Mediation		
Disputes Pending to 1 April 1988	28	37
Mediators appointed	113	116
Disposition of Disputes		
Settled at Mediation	76	90
Voluntary Arbitration	0	0
Arbitration under Police Officers Collective Bargaining Act	0	2
Compulsory Arbitration Boards (Sec. 117)	•• 5	5
Disputes Pending at 31 March 1989	45	44
•• (only 2 Boards were used)		
Strikes and Lockouts	11	10
Strikes	2	2
Lockouts	2	0
Strike-Lockout (simultaneous)		
Preventive Mediation (1 April 1988 to 31 March 1989)	51	51
First Agreement Orientation	50	49
Grievance Mediation	3	14
Labour Management Committees	11	5
Joint Training	0	0
Relationship By Objectives	22	85
Consultation, Education		

Boilers and Pressure Vessels Branch

Comparative Statistical Summary
For the three years ending March 31, 1987, 1988 and 1989

	1986-1987	1987-88	1988-89
Designs processed	5,478	6,649	7,801
Designs submitted	3,932	4,261	4,548
Designs accepted	150	365	436
Designs rejected	1,311	1,528	1,182
Designs revised			
Quality control systems registered	89	131	218
Certificates issued and renewals			
Companies with registered quality control systems	275	396	495
Inspections carried out	1,703	1,717	1,850
High pressure boilers	4,478	3,611	3,104
Low pressure boilers	6,122	5,327	5,131
Receivers	2,702	2,261	1,820
Heat exchangers	7,244	7,582	7,682
Process vessels	222	359	387
Miscellaneous	23,738	29,343	30,213
Progress inspections			
Total	46,209	50,200	50,187
Boilers and pressure vessels constructed in Alberta	5,164	5,975	7,846
Potential hazards found in service inspections	1,648	935	716
Safety valve insufficient capacity or inoperable	215	125	135
Low water fuel cut-off inoperable	54	5	14
Free air inlet inadequate	372	276	223
Heating surface of boiler heavily scaled	1,271	1,367	1,089
Severe corrosion requiring repairs	724	451	532
Miscellaneous unsafe conditions			
Defective boiler and pressure vessel operating - limit controls	106	49	63
Boiler water gauge glass inoperable	13	28	79
Accessories requiring repair	82	81	74
Condemned or ordered out of service	8	9	9
Total	4,493	3,326	2,934
Examinations conducted	5,876	5,536	5,490
Engineers and building operators	5,732	3,573	752
Pressure welders			
Examinations passed	5,031	4,617	4,656
Engineers and building operators	5,161	3,189	405
Pressure welders			
Accidents investigated	45	35	22
Accidents	16	2	6
Injuries	2	2	3
Fatalities			

Building Standards Branch

Statistical summary; three-year comparison

	1986-1987	1987-88	1988-89
Building plans examined	1,777	1,467	1,658
Floor area (m^2)	866,137	630,339	738,752
Estimated value	$476,000,000	$347,000,000	406,000,000
Inspections (general and mechanical)	4,934	4,346	2,441
General Statistics			
Building plans examined	355	263	249
Assembly	50	20	28
Institutional			
Residential	166	117	78
General	182	210	259
Single family	100	130	94
Business and personal services	116	86	77
Mercantile	262	213	243
Industrial			
Total	1,231	1,039	1,028
Floor area (m^2)	250,446	179,562	191,008
Assembly	92,501	48,217	60,270
Institutional			
Residential	183,285	127,967	86,200
General	45,407	36,175	50,744
Single family	41,832	34,929	49,870
Business and personal services	90,105	44,608	59,964
Mercantile	162,561	158,881	240,696
Industrial			
Total	866,137	630,339	738,752
Estimated value	$476,000,000	$347,000,000	406,000,000
Inspections carried out	2,929	2,541	1,569

	1986-1987	1987-88	1988-89
Mechanical Statistics			
Building plans examined	237	174	172
Assembly	29	16	21
Institutional			
Residential	43	32	35
General	3	8	9
Single family	62	45	48
Business and personal services	56	54	41
Mercantile	116	91	122
Industrial			
Total	546	420	448
Floor area (m^2)	211,649	144,265	227,080
Assembly	83,222	37,763	44,571
Institutional			
Residential	119,948	32,011	43,908
General	749	2,826	2,923
Single family	25,342	32,255	33,340
Business and personal services	40,545	77,981	44,908
Mercantile	118,139	117,304	137,717
Industrial			
Total	599,594	444,405	534,447
Inspections carried out	2,005	1,805	872
Technical Program Statistics			
Training and education programs	213	298	598
Students enrolled in courses	957	666	1,248
Assignments marked	57	26	88
Examinations taken	18	19	16
Seminars/workshops given			
Appeals to Alberta Building Standards Council	21	11	22
Appeals received	12	4	14
Orders confirmed	4	2	1
Orders revoked	4	2	5
Orders varied	1	3	2
Appeals withdrawn			
Products and systems approvals	78	84	52
Total number of requests	12	22	10
Approvals issued	27	27	13
Product listing bulletins (New)			9
Product Listings (Revised)		10	10
Standata Bulletins (New)		4	9
Standata Bulletins (Revised)			

Electrical Protection Branch

Statistical summary: three-year comparison

	1986-1987	1987-88	1988-89
Electrical permits issued	27,782	29,356	30,280
Inspections conducted	29,877	24,496	20,731
Covered by permits	2,488	1,909	1,128
Not covered by permits	13,196	9,285	3,649
Electrical equipment approvals	3,387	2,208	1,995
Total inspections conducted	48,948	37,898	27,503
Master electrician certification	2,451	2,744	2,735
Master electrician certificates issued	567	447	308
Master examinations written			
Accident and fire investigations	5	7	5
Fatal accidents	83	72	59
Non-fatal accidents	94	69	39
Fires			
Seminar activities & meetings	1,318	1,410	1,101
Technical interviews	79,936	69,462	65,512

Elevator and Fixed Conveyances Branch

Statistical Summary: Three-year comparison

	1986-1987	1987-88	1988-89
Existing Installations			
Inspections carried Out			
Elevators and related equipment	5,199	3,740	3,457
Passenger Ropeways (ski lifts)	149	138	145
Amusement Rides	293	384	334
Elevators (for Canada Labour)	102	69	79
Reinspections: all classes	1,372	1,129	828
Special Inspections: all classes	23	47	41
Total	7,138	5,507	4,884
New Installations			
Acceptance Inspections and Tests conducted			
Elevators and related equipment	150	283	207
Passenger Ropeways	6	4	8
Amusement Rides	1	2	1
Preliminary inspections: all classes	259	303	251
Total	416	592	467
Design Reviews	214	195	168
Accident Investigations	14	17	22
Inspections Invoiced	5,350	3,781	3,834

Fire Prevention Branch

Statistical summary: three-year comparison

	1986-1987	1987-88	1988-89
Fire Prevention			
Building fire inspections conducted	2,939	2,930	1,902
Recommendations to correct hazards issued	10,261	9,608	5,804
Orders issued	47	23	29
Plans examined	208	257	516
Meetings and lectures conducted	1,626	1,307	1,003
Attendance	20,390	3,978	6,347
Fire Investigation			
Investigations conducted by branch	578	379	559
Investigations by other agencies	735	791	880
Total	1,113	1,170	1,439
Causes of fires investigated			
Arson	826	856	1,180
Accidental or unknown	283	310	252
Under investigation	4	4	7
Total	1,113	1,170	1,439
Fire Service Personnel Training			
Alberta Fire Training School municipal training programs (duration 44 hours)			
Part I Firefighter	130	132	81
Part II Firefighter	98	96	64
Part III Firefighter	40	43	42
Part IV Firefighter	51	52	21
Part III and IV Practical	— —	— —	•• 17
Part V Firefighter	54	51	30
Part VI Firefighter	21	21	34
Part V and VI Practical	— —	— —	•• 20
Pump Operator "A"	90	88	76
Pump Operator "B"	29	21	14
Fire Prevention for the Firefighter	20	15	10
Vehicle Extrication and Trench Rescue	20	20	19
Dangerous Goods Incident Control	—	•• 31	39
Trench Rescue	—	•• 13	— —
Fire Officer C1 Building Construction	16	12	10
Fire Officer C2 Leadership	17	12	16
Fire Officer C3 Pre-emergency Planning	10	11	7
Fire Officer C4 Fire Suppression and Safety	11	12	6
Fire Officer C5 Strategy and Tactics (Theory)	39	34	57
Fire Officer C6 Strategy and Tactics (Practical)	13	10	13
Fire Officer C7 Fire Investigation	18	20	23
Fire Officer C8 Fire Prevention	8	9	7
Fire Protection Equipment			

	1986-1987	1987-88	1988-89
Fire Officer C9 Fire Prevention	11	–	10
Inspection and Public Education	–	•• 17	17
Fire Officer C10 Human Relations and Management	– –	– –	•• 10
Fire Officer C11 Dangerous Goods Incident Command	• 32	13	14
Fire Officer C12 Technical Writing Skills	• 32	13	12
Fire Officer C15 Public Relations and Public Speaking			
Fire Inspector DA	17	24	21
Building Codes and Standards	21	20	19
Fire Inspector DB Alberta Fire Code	10	5	9
Fire Inspector D1 Water Supply			
Fire Inspector D2	10	14	11
Standpipe Sprinkler Systems			
Fire Services Instructor E1	24	31	28
Fire Services Instructor E2	12	19	17
Fire Services Instructor E3	• 9	10	9
Total Municipal Fire Department Personnel (AFTS)	823	836	763
Alberta Fire Training School Extension Courses municipal presentation (duration 44 hours)			
Part I Firefighter	319	287	317
Part II Firefighter	104	102	130
Pump Operator "A"	42	13	69
Fire Prevention for the Firefighter	32	59	69
Vehicle Extrication	–	•• 25	65
Dangerous Goods Incident Control	–	–	•• 47
Parts III/IV Firefighter (Theory)	–	–	•• 17
Parts V/Vi Firefighter (Theory)	–	–	•• 20
Fire Officer C1 Building Construction	–	–	•• 50
Fire Officer C2 Leadership	44	19	14
Fire Officer C3 Pre-emergency Planning	–	14	38
Fire Officer C4 Suppression	–	–	•• 8
Fire Officer C5 Strategy and Tactics (Theory)	19	–	33
Fire Officer C7 Investigation	93	72	42
Fire Officer C8 Fire Protection Equipment	–	22	–
Fire Officer C9 Fire Prevention	9	–	–
Fire Officer C10 Management	–	–	•• 39
Fire Officer C12 Technical Writing Skills	32	12	–
Fire Officer C15 Public Relations and Public Speaking	–	36	–
Fire Inspector DA Building Codes & Standards	–	–	–
Fire Inspector DB Alberta Fire Code	12	–	–
Fire Inspector D2 Sprinkler and Standpipe Systems	59	12	–
Fire Services Instructor E1	–	11	15
Total municipal fire department personnel attending AFTS-sponsored extension and local courses	765	684	973
Total Municipal Fire Department Personnel	1,588	1,520	1,736

	1986-1987	1987-88	1988-89
Industrial programs (duration as indicated)			
Part I Industrial Firefighter (16 h)	138	100	129
Part I-A Industrial Firefighter (8 h)	104	123	108
Part I-B Industrial Firefighter (16 h)	58	85	102
Part II Industrial Firefighter (16 h)	104	81	84
Part III Industrial Firefighter (16 h)	62	75	74
Aircraft Crash/Fire Response (Dry Chemical)	11	—	—
Total Industrial Fire Department Personnel	477	464	497
Total attendance	2,065	1,984	2,233
AFTS municipal and industrial programs	45	84	5
One-day Seminars	21	—	18
Two-day Seminars			
Total Seminar Attendance	66	84	23

• These courses were offered for the first time in 1987-88.
•• These courses were offered for the first time in 1988-89.

Plumbing and Gas Safety Services Branch

Statistical summary; three-year comparison

	1986-1987	1987-88	1988-89
Plumbing and gas permits issued			
Plumbing permits	5,276	5,161	5,016
Private sewage disposal permits	1,775	2,122	2,110
Subtotal: Plumbing permits	7,051	7,283	7,126
Natural gas permits	16,613	16,147	15,844
Propane gas permits	4,370	4,041	4,575
Subtotal: Gas permits	20,983	20,188	20,419
Total plumbing and gas permits issued	28,034	27,471	27,545
Field inspections			
Plumbing inspections covered by permits	10,228	9,170	11,767
Plumbing inspections not covered by permits	4,234	2,905	2,690
Subtotal: Plumbing inspections	14,462	12,075	14,457
Gas installations covered by permits	23,182	19,731	22,212
Gas installations not covered by permits	3,863	4,083	3,420
Approval of domestic/commercial gas appliances	389	294	312
Approval of industrial gas equipment	250	72	62
Approval of gas equipment operational tests	—	131	167
Subtotal: Gas inspections	27,684	24,311	26,173
Total plumbing and gas inspections	42,146	36,386	40,630
Workers' certificates issued			
Gasfitter certificates	619	479	385
Sewage system contractors' certificates	66	25	63
Total	685	504	448
Seminar activities			
Tradesmen seminars	103	97	104
Meetings	130	153	191
Total	233	250	295
Examinations given	56	31	108
Plans examined	670	413	552
Accident investigations			
Accidents reported	58	38	38
Accidents investigated	58	38	38
Fatal accidents	6	1	1
Injury accidents	9	13	26